Table 8 (Continued)

Independent Variables			Trust-worthy	Hard-working	Intelli-gent	Active	Lazy	Unim-portant	Tough	Aggres-sive
WHITES Middle Class	Female	18-25	5.5	5.7	5.5	4.9	2.7	1.3	5.3	5.3
		35-45	5.3	5.9	5.6	5.6	3.5	2.0	4.8	4.7
	Male	18-25	5.3	5.5	5.4	5.4	3.8	2.4	5.2	5.6
		35-45	6.5	6.8	6.8	6.4	2.6	1.8	6.1	6.4

1. Main effect for race ($p < .0009$) -- Univariate and multivariate tests indicate that blacks see black job foremen as less trustworthy, less lazy and more aggressive than whites see them. Also, multivariate tests indicate that for variance unique to hardworking, blacks see black job foremen as less hardworking than whites see them.

2. Main effect for class ($p < .01$) -- Univariate and multivariate tests confirm that the middle class see black job foremen as tougher than the working class or hardcore see them. Also multivariate tests indicate that for variance unique to the "aggressive" variable, the working class sees black job foremen as more aggressive than the middle class or hardcore see them.

3. Main effect for sex ($p < .04$) -- Univariate and multivariate tests indicate that females see black job foremen as less lazy and more important than males see them.

4. Race x sex interaction ($p < .06$) -- Univariate and multivariate tests indicate that white males see black job foremen as much more lazy than white females and black males and females see them. Also, multivariate tests indicate that for variance unique to "aggressive" variable, white females see black job foremen as less aggressive than white males and much less aggressive than black males and females.